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## Racial Profiling Training For Nevada Peace Officers

Proposal for the  
Nevada Legislature  
Committee on Government Affairs

Greg Roehm  
April 7, 2003

## Background of Presenter

- Over 14 years of experience as a Nevada peace officer, five of which have included supervisory responsibilities. Nevada P.O.S.T. management certification.
- 8 years experience instructing a variety of law enforcement and training program development.
- B.A. in Criminal Justice 1988 from UNLV
- M.P.A. degree to be awarded May 17, 2003 from UNLV. Empirical research into racial profiling in Nevada.

## Mandatory Annual Training SB 360

- All Nevada Peace Officers would be required to successfully complete a block of instruction relative to racial profiling. The successful completion of the annual course would be a requirement to maintain Nevada P.O.S.T. certification.

## Course of Instruction

- Annual racial profiling certification course of instruction will consist of four hours of training.

### Course of Instruction

- The course will begin with the presentation of a fifteen minute video produced by the Police Executive Research Forum (PERF).
- The video presents anecdotal evidence of racial profiling reported by minorities including a law enforcement officer.

### Course of Instruction

- A discussion regarding the perception of racial profiling and the impact upon police-minority group relations.
- Recent surveys reflect that a majority of whites believe racial profiling to be pervasive.

### Legal Issues

- The presentation of applicable legal safeguards including NRS 289.820 as well as constitutional protection against biased based policing.

### Course of Instruction

- Racial profiling will be defined as set forth in NRS 289.820.
- The history of racial profiling including drug interdiction training which established a "profile" of drug traffickers.

## Avoiding Racial Profiling

- The enforcement of law which is professional and based on the respect of all individuals contacted by police is critical.
- The elimination of discriminatory practices including the consideration of race/ethnicity when making enforcement related decisions.

## Complaint Procedure

- Officers will be trained relative to referring complainants of racial profiling to the Nevada Attorney Generals Office or in accordance with applicable department policies regarding citizen complaints.

## Complaint Investigation

- Instruction will include the components of comprehensive investigations of alleged profiling.
- The manner in which complainants of profiling are handled include proper communication regarding the disposition of investigations.

## Elimination of Racial Profiling

- Recruitment and hiring of officers which mirror the community they serve
- Training
- Department policies prohibiting biased policing
- Minority community outreach
- Data collection and analysis
- Accountability and Supervision

## Certification Examination

- Nevada peace officers will be required to pass a written examination covering the content of instruction presented during the annual certification course.

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## Train The Trainer

- Racial profiling instructor course will be offered to all Nevada law enforcement agencies. This will facilitate the compliance with SB 360 training requirements.
- Instructors will be certified to teach the curriculum to department officers.

## Questions?

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## Bibliography

- Fridell, Lorie, Robert Lunney, Drew Diamond and Bruce Kubu. 2001. Racially Biased Policing: A Principled Response. Washington, D.C.: Police Executive Research Forum.